

THIS BOOK DOES  
NOT CIRCULATE

A RESOLUTION AUTHORIZING THE  
EXECUTION OF AN AGREEMENT  
BETWEEN THE CITY OF LINDEN,  
AND THE LINDEN SUPERVISORS'  
ASSOCIATION, ALSO REFERRED  
TO AS THE "L.S.A."

City Clerk T. L. L.  
L.S.A.

20-09

WHEREAS, the City of Linden and the Linden Supervisors' Association, also referred to as the "L.S.A.", have reached an agreement with regard to rates of pay, wages, hours of work, benefits and other terms and conditions of employment, for the period effective January 1st, 1978 and terminating December 31, 1979.

NOW, THEREFORE, BE IT RESOLVED BY THE COUNCIL OF THE CITY OF LINDEN that the Mayor and City Clerk are hereby authorized to execute the above mentioned agreement.

PASSED: MAY 16 1978 1978

EDWARD MURAWSKI  
President of Council

APPROVED: MAY 17 1978 1978

JOHN T. GREGORIO  
Mayor

ATTEST:

VAL D. IMBRIACO  
City Clerk

LIBRARY  
Institute of Management and  
Labor Relations

SEP 28 1979  
RUTGERS UNIVERSITY



## AGREEMENT

### BETWEEN THE CITY OF LINDEN AND LINDEN SUPERVISORS' ASSOCIATION

#### PREAMBLE

This Agreement, effective the first day of January, 1978, and terminating December 31, 1979, between the City of Linden, New Jersey, hereafter referred to as the "City," and the Linden Supervisors' Association, hereafter referred to as the "L.S.A."

Whereas, the City and the L.S.A. have resolved their differences, through collective negotiations, in order that more efficient and progressive public service may be rendered, the City and the L.S.A. agree as follows:

#### ARTICLE I

##### RECOGNITION AND AREA OF BARGAINING AND MEMBERSHIP

###### Section 1. Recognition

The City hereby recognizes the L.S.A. as the sole and exclusive bargaining agent for all Supervisory Personnel employed by the City, in the areas of pay, wages, hours of work, benefits, and other terms and conditions of employment.

###### Section 2. Scope of Bargaining Unit

This Agreement covers all employees in permanent full time supervisory positions employed by the City, who are members in good standing of the L.S.A.

###### Section 3. Membership

The L.S.A. shall annex to this Agreement a complete list of all employees who are members in good standing as of the date of this Agreement, and shall continue for the duration of this Agreement. Employees who in the future elect to join the L.S.A. shall continue in good standing for the duration of this Agreement. The City shall be notified within sixty (60) days of new members of the L.S.A.

#### ARTICLE II

##### OFFICERS OF L.S.A. - RIGHTS AND DUTIES

###### Section 1.

The Bargaining Committee shall consist of no more than four (4) members

in good standing as selected by the L.S.A. membership. These members shall be granted leave from their duties with the City with full pay for all meetings between the City and the L.S.A., when such meetings take place during such time that these individuals are scheduled to work.

#### Section 2.

The President, Vice-President, Secretary, and Treasurer shall be granted leave from their duties with full pay to perform the duties of their respective offices.

### ARTICLE III

#### SICK LEAVE AND LEAVE

##### Section 1. Definition.

Sick leave shall mean paid leave that will be granted to employees who through sickness or injury become incapacitated to a degree that makes it impossible for them to perform the duties of their position, or who are quarantined by a physician because they have been exposed to a contagious disease.

##### Section 2. Days

Fifteen (15) days per year sick leave shall be granted at the beginning of each calendar year. Sick leave may be accumulated from year to year.

##### Section 3. Uses

Accumulated sick leave shall be used by an employee for personal illness, illness in his immediate family, quarantine restrictions, or disabling injuries. Immediate family means spouse, child, parent or brother or sister living under the same roof. Any member who is pregnant has the discretion of taking a leave of absence or using accumulated sick leave.

##### Section 4. Leave of absence as a result of injury in the line of duty.

When a member of the L.S.A. is injured on the job, the Council shall grant the employee sick leave without the said employee being charged for sick leave for the time lost to such injury, pending medical proof from a licensed physician.

##### Section 5. Death in immediate family

a. Leave with pay shall be granted to an employee in the event of death

in his immediate family. This leave shall not exceed three (3) working days.

b. The term "immediate family" shall mean spouse, child, parent, brother or sister; the child, parent, brother or sister of spouse; grandparents and grandchildren and grandparents and grandchildren of spouse; a relative living under the same roof. Upon request, written proof shall be submitted that a relative was living under the same roof.

c. In the event of death of an aunt or uncle, they shall be given a day off with pay on the day of the funeral if he attends the funeral. Upon request, written proof of relationship shall be submitted to Council.

d. In the event of the death of a fellow member of the L.S.A., an officer of the L.S.A. shall be given time off with pay to attend the funeral.

#### Section 6. Granting Accumulated Sick Leave on Death or Retirement

Each member will be granted one day of base pay for every three days sick leave upon retirement, or his beneficiary, upon death, not to exceed \$8,000.00.

If the ceiling of \$8,000.00 is raised for any other Bargaining Unit, the same shall apply to members of the L.S.A.

### ARTICLE IV

#### WAGES

##### Section 1. Wages

Salaries for all members as agreed upon and negotiated are set forth in Schedule "A" and made a part hereof and shall be retroactive to January 1, 1978, and continue through until December 31, 1979.

##### Section 2. Increments

All members shall receive \$450.00 per year increments, until the maximum is reached, effective January 1, 1978 and January 1, 1979.

##### Section 3. Minimum and Maximum Wages

The minimum and maximum wage shall have at least an \$1,800.00 range between minimum and maximum and shall be as outlined in Schedule "A" for the years 1978 and 1979.

##### Section 4. Death of Employee

In the event of the death of any member, payment of salary shall be made

up to and including the day of death, together with any accumulated time which the employee may be entitled to for services rendered to the City, including "1 for 3" sick leave pay, vacation benefits and personal days.

#### Section 5.

All members of the L.S.A. shall receive a \$1,000.00 adjustment to their maximum salary.

a. All members of the L.S.A. shall receive a seven (7) per cent increase for the year of 1978 effective as of January 1, 1978 and

b. All members of the L.S.A. shall receive an eight (8) per cent increase for the year of 1979 effective as of January 1, 1979.

### ARTICLE V

#### OVERTIME PAY

#### Section 1. Overtime

All overtime shall be paid when an L.S.A. member works in excess of his or her normal working day.

Overtime shall be paid at the rate of time and one-half ( $1\frac{1}{2}$ ) his hourly base rate; longevity pay shall be included in the base rate of pay. Double time shall be granted for Sunday, holidays, and days normally off.

In the event any member of the L.S.A. must work during the time he is normally off, he will be paid at the minimum of two (2) hours overtime pay.

Also it is agreed to pay any member that works overtime in excess of ten (10) hours a meal allowance of \$2.50 and an additional meal allowance of \$2.50 for each subsequent four (4) hours of overtime work.

All payment of overtime for members of the L.S.A. except the department heads shall be submitted directly to the City Treasurer's Office for payment on the first payroll following the date the overtime was worked. A copy will be sent to the Chairman of the department.

#### Section 2. Exclusions

Department heads shall be excluded from overtime pay except when a department head must work a holiday, he shall get the approval of his department

Chairman and submit the overtime to City Council for payment at the regular rate of pay.

## ARTICLE VI

### NORMAL WORKING DAY

#### Section 1. Hours of Work

All L.S.A. members shall work a normal work week with changes subject to the approval of their supervisor, Monday through Friday, exclusive of Legal Holidays and other days the City may declare as holidays.

The following are the Legal Holidays:

New Year's Day  
Lincoln's Birthday  
Washington's Birthday  
Good Friday  
Memorial Day  
July 4th  
Labor Day  
Columbus Day  
Veterans' Day  
Election Day  
Thanksgiving  
Christmas

## ARTICLE VII

### VACATION

#### Section 1. Vacation entitlement shall be based upon the following schedule

<u>Period of Employment</u>	<u>Vacation</u>
0 - 1 year service	One day per month
1 - 5 years service	12 working days
6 - 10 years service	15 working days
11 - 20 years service	20 working days
21 - 29 years service	25 working days
30 years service and over	30 working days

#### Section 2. Granting of Vacation

Vacation may be taken any time during the year upon approval of the department head. All vacation time shall be due at the beginning of each calendar year.

ARTICLE VIII  
EMPLOYEE VACANCIES

Section 1. Notification

The President of the L.S.A. shall be notified when any vacancy exists.

Section 2. Eligibility

Any qualified member of the L.S.A. is eligible to apply for any vacancy within the City of Linden.

ARTICLE IX  
IDENTIFICATION

Section 1.

All members shall be entitled to proper identification including color photo on I.D. card, with case, to include police size badges for Department and Assistant Department Heads.

ARTICLE X  
RECOGNITION OF SERVICE

Section 1. Recognition of Service

The City Council shall make appropriate recognition of service to any member who has completed twenty-five (25) and thirty (30) years of service. City Council should be notified thirty (30) days prior to completion of said service.

Section 2. Retirement

The City Council shall make appropriate recognition for any L.S.A. member who retires from the City.

ARTICLE XI  
CLOTHING

Section 1. Entitlement

All members to receive a clothing allotment of \$200.00 for 1978 and \$200.00 for 1979.

Section 2. Appropriation and Approval

Monies for appropriate and reasonable work clothing shall be provided for in each department's budget, and approved by Council.



ARTICLE XII

EDUCATION

Section 1. Entitlement

All members are entitled to \$300.00 per annum for job related educational expenses.

Section 2. Approval

All members must have any course approved by the City Council prior to taking same.

Section 3. Reimbursement

Upon satisfactory completion of a course approved by City Council, reimbursement shall be made each member for all related expenses incurred, including tuition, books and other fees the institution being attended may charge, not exceeding \$300.00.

ARTICLE XIII

LONGEVITY

Section 1. Entitlement

All members of the L.S.A. shall be entitled to and paid longevity pay as set forth in the following schedule:

More than 5 years, but less than 10 years - 2% of his salary

More than 10 years, but less than 15 years - 4% of his salary

More than 15 years, but less than 20 years - 6% of his salary

More than 20 years, but less than 25 years - 8% of his salary

More than 25 years 10% of his salary

Not to exceed a maximum of \$1,200.00

Longevity for employees entitled thereto between the period of January 1st and June 30th shall commence on the preceding January 1st. Longevity for employees entitled thereto for the period of July 1st to December 31st shall commence on the preceding July 1st.

The longevity shall be calculated based on salary as of December 31st of the preceding year.

Longevity pay shall be considered as part of base wages for the purpose

of computing holiday pay, vacation pay, sick pay and retirement pay.

## Section 2. New Members

Longevity pay shall not be fixed, granted and determined for new members of the L.S.A. employed by the City of Linden, if such employee was hired after January 1, 1975 (Ord. 1-21-75).

## ARTICLE XIV

### INSURANCE

#### Section 1. Health Insurance

Each member of the L.S.A. shall be provided complete hospitalization benefits, Blue Shield, Rider J, and Blue Cross under the 750 series.

Major medical coverage in its present form shall be provided for each L.S.A. member unless a better plan is adopted by the City.

The premiums of all health insurance policies, including the dental plan, shall be paid by the City.

#### Section 2. Life Insurance

The City shall assume the full cost of life insurance for each member of the L.S.A. equal to at least his base annual salary, with a limitation of \$12,500.

#### Section 3. Workmen's Compensation Insurance

The City shall maintain in full force and effect Workmen's Compensation Insurance for all members of the L.S.A. Employees shall return to the City all temporary disability benefits which the said employees received for that period of time that the employee was receiving full pay from the City.

#### Section 4. Automobile Liability Insurance

The City shall provide adequate liability insurance for all city vehicles used by members of the L.S.A., and shall be kept in effect at all times while on city business.

## ARTICLE XV

### LEGAL AID

#### Section 1. Entitlement

Every member of the L.S.A. shall be entitled to legal aid when they would

be involved in any civil matter while in their official position with the City.

## Section 2. Reinstatement

If any member of the L.S.A. is suspended from his duties due to legal action against him, he shall be reinstated with full pay and benefits when he is proven innocent.

## Section 3. Legal Representation

Adequate legal representation shall be provided by an attorney who has considerable expertise in the particular legal matter the L.S.A. member is involved in. Counsel, and the cost thereof, must be approved in advance by the City Council.

## Section 4. Payment of Fees

All legal fees shall be paid by the City when an L.S.A. member is reinstated to his position, and/or found innocent of any charges.

# ARTICLE XVI

## PERSONAL DAYS

Every member of the L.S.A. shall receive three (3) noncumulative personal days per year.

# ARTICLE XVII

## PRIOR PRACTICES

All other rights, benefits and privileges enjoyed by employees which are not specifically provided for or abridged in this Agreement, are hereby protected by this Agreement, including but not limited to any rights, benefits and privileges bestowed on the employees by laws of the United States, laws of New Jersey, Civil Service laws of New Jersey or City Ordinances of Linden.

# ARTICLE XVIII

## DURATION

The duration of this Agreement shall extend through December 31, 1979. Either party wishing to amend, terminate or modify such contract must so notify the other party in writing no more than ninety (90) days nor less than sixty (60) days prior to such expiration date. Within fifteen (15) days of the receipt of notification by either party, a conference shall be held between the City and the

L.S.A. for the purpose of such agreement, modification or termination.

In the event neither party serves such written notice of desire or intention to terminate, amend or modify this Agreement on or before aforementioned sixty (60) days prior to expiration of this Agreement, then the duration of this Agreement shall continue for one (1) additional year.

#### ARTICLE XIX

##### GRIEVANCE AND ARBITRATION PROCEDURE

a. A grievance within the meaning of this Agreement shall be any difference of opinion, controversy or dispute arising between the parties involving interpretation, or application of any provisions of this Agreement.

Step 1. An aggrieved employee and the grievance committee shall present his grievance to his department head within twenty (20) days of its occurrence or such grievance shall be deemed waived. In the event that the grievance is not satisfactorily settled within five (5) working days, the grievance shall be forwarded to the next step.

Step 2. The grievance committee and the department chairman and committee shall meet to discuss the grievance. (Note\* This would be Step 1 for a department head.) In the event that the grievance is not settled within five (5) days, the grievance shall be forwarded to the next step.

Step 3. The grievance committee shall meet with the City's Personnel Committee to discuss the grievance. In the event that the grievance is not settled within ten (10) days, the grievance shall be forwarded to the next step.

Step 4. The grievance committee shall meet with the Mayor and the City Council to discuss the grievance within ten (10) days. In the event that the grievance is not settled, the grievance may be taken to arbitration by either party upon notice to the other party.

b. If at any time the aggrieved party appeals his grievance before the Civil Service Commission then, from that point in time, the grievance and arbitration procedure can no longer be utilized to adjust such grievance.

c. If, in any foregoing steps, either party fails to carry out the procedure involved in these steps, the other party may take the dispute to arbitration.

d. Arbitration

Either party may apply directly to the New Jersey State Board of Mediation for the appointment of an arbitrator.

1. The decision of the arbitrator shall be final and binding upon the parties hereto and the arbitrator's fees shall be borne equally by the parties.
2. It is intended that all differences between the City and the L.S.A. shall be settled through the grievance and arbitration procedure of this Agreement. Therefore, the City agrees that it will not lock out its employees and the L.S.A. agrees that it will not sanction a strike during the life of this Agreement.
3. It is agreed that no arbitrator may in any way change, modify, add to, or delete any provision of this agreement or any signed supplemental agreement.

GRIEVANCE COMMITTEE

- A. The City recognizes the right of the L.S.A. to designate the grievance committee.
- B. The authority of the grievance committee shall be to investigate and present and process grievances without loss of pay. Such time spent in handling grievances shall be within reasonable limits and shall be considered working hours.
- C. The City will be advised in writing of the names of the grievance committee who are authorized to act on behalf of the L.S.A.

CITY OF LINDEN

ATTEST:

By JOHN T. GREGORIO  
John T. Gregorio, Mayor

VAL D. IMBRIACO

Val D. Imbriaco,  
City Clerk

LINDEN SUPERVISORS' ASSOCIATION

ATTEST:

By Leo C. Urbanowitz  
Leo C. Urbanowitz, President

John Brozana  
John Brozana,  
Acting Secretary

MEMBERSHIP ROSTER

LINDEN SUPERVISORS' ASSOCIATION

January 1, 1978

John Brozana	Administrative Clerk
Joseph A. Caroselli	Transportation Inspector
Chester Chrobak	Building Inspector
William Costa	Foreman Public Works
Alexander L. Eska	Sealer Weights & Measures
Emanuel F. Frangella, Jr.	Tax Assessor
Ross Gallimore	Public Works Foreman
Stephen Gassler	Public Works Foreman
Henry F. Gavan	Health Officer
Wanda Glinka Cawron	Deputy City Clerk
Alfred R. Golemme	Plumbing Inspector
Louise J. Hasbrouck	Assistant Municipal Treasurer
Sigvart L. Johnson	Superintendent Buildings & Grounds
John Kissolovege	Garage Foreman
John Kostrey	Foreman Public Works
L. Seymour Lubin	Purchasing Agent
Dorothy Margavitz	Assistant Municipal Tax Collector
John Mesler, Jr.	Superintendent of Public Works
Joseph W. Mrozek	Municipal Court Clerk
Frank Petroski	Foreman Public Works
Nucenzio Pirozzoli	Garage Superintendent
Michael P. Polly	Assistant Building Inspector
Paul C. Samolonis	Sanitarian
Anthony Sinisi	Public Works Foreman
Jacob Stires	Senior Housing Inspector
Thomas J. Strapp, Jr.	Assistant City Engineer
Leo C. Urbanowitz	Principal Engineering Draftsman
Joseph R. Wagner	Electrical Inspector
Lawrence A. Wheat	License Inspector
Anthony A. Zebro	Garage Superintendent

L S A Schedule A

<u>NAME</u>	<u>12/31/77</u>	<u>1/1/78</u>	<u>NEW</u>	<u>1978 - 7%</u>	<u>1978</u>	<u>NEW TOTAL</u>	<u>1978</u>	<u>1978 TOTAL</u>	<u>1978</u>	<u>1978 TOTAL</u>	<u>1978</u>	<u>1978</u>
	<u>BASE</u> <u>SALARY</u>	<u>INCREMENT</u>	<u>1/1/78</u> <u>BASE</u>	<u>PERCENTAGE</u> <u>INCREASE</u>	<u>TOTAL</u> <u>INCREASE</u>	<u>1978</u> <u>BASE</u>	<u>LONGEVITY</u>	<u>ANNUAL</u> <u>SALARY</u>	<u>MINIMUM</u>	<u>MAXIMUM</u>		
Brozana, John	\$15,727.	\$450.	\$16,177.	\$1,132.	\$1,582.	\$17,309.	\$ 315.	\$17,624.	\$ 9,542.	\$18,874.		
Caroselli, Joseph	16,727.	450.	17,177.	1,202.	1,652.	18,379.	1,200.	19,579.	12,480.	19,429		
Chrobak, Chester	21,172.	450.	21,622.	1,514.	1,964.	23,136.	1,200.	24,336.	16,284.	24,185.		
Costa, Nicholas	17,006.	450.	17,456.	1,222.	1,672.	18,678.	1,200.	19,878.	12,494.	19,266.		
Eska, Alexander	16,926.	450.	17,376.	1,216.	1,666.	18,592.	(1/1) 339. (1/1) 18,931. (7/1) 677. (7/1) 19,269.		12,651.	19,643.		
Frangella, Jr., Emanuel	15,593. (1/1) 450. (7/1) 450.		16,043. 17,616.	1,123. -0-	1,573. 450.	17,166. 17,616.	624. 624.	17,790. 18,240.	12,610.	19,592.		
Gallimore, Ross	16,755.	450.	17,205.	1,204.	1,654.	18,409.	1,200.	19,609.	12,494.	19,266.		
Gassler, Stephen	17,006.	450.	17,456.	1,222.	1,672.	18,678.	1,200.	19,878.	12494.	19,266.		
Gavan, Henry	21,573.	450.	22,023.	1,542.	1,992.	23,565.	1,200.	24,765.	16,628.	24,615.		
Gawron, Wanda	17,312.	450.	17,762.	1,243.	1,693.	19,005.	1,200.	20,205.	12,565.	19,594.		
Goleme, Alfred	16,738.	450.	17,188.	1,203.	1,653.	18,391.	-0-	18,391.	13,378.	20,050.		
Hasbrouck, Louise	17,312.	450.	17,762.	1,243.	1,693.	19,005.	1,200.	20,205.	12,565.	19,594.		
Johnson, Sigvart	17,073.	450.	17,523.	1,227.	1,677.	18,750.	1,024.	19,774.	12,527.	19,488.		
Kissolovege, John	15,306.	450.	15,756.	1,103.	1,553.	16,859.	612.	17,471.	11,040.	17,447.		
Kostrey, John	17,006.	450.	17,456.	1,222.	1,672.	18,678.	1,200.	19,878.	12,494.	19,266.		
Lubin, L. Seymour	17,048.	450.	17,498.	1,225.	1,675.	18,723.	341.	19,064.	12,243.	19,460.		
Margavitz, Dorothy	17,312.	450.	17,762.	1,243.	1,693.	19,005.	1,200.	20,205.	12,565.	19,594.		
Mesler, John	25,619.	900.	26,519.	1,856.	2,756.	28,375.	1,200.	29,575.	19,640.	28,945.		





	12/31/77 BASE SALARY	1/1/78 INCREMENT	NEW 1/1/78 BASE	1978 - 7% PERCENTAGE INCREASE	1978 TOTAL INCREASE	NEW TOTAL 1978 BASE	1978 LONGEVITY	1978 TOTAL ANNUAL SALARY	1978 MINIMUM	1978 MAXIMUM
Mrozek, Joseph	\$17,183.	\$450.	\$17,633.	\$1,234.	\$1,684.	\$18,867.	\$1,200.	\$20,067.	\$12,647.	\$19,456
Petroski, Frank	16,866.	450.	17,316.	1,212.	1,662.	18,528.	1,012.	19,540.	12,494.	19,266
Pirozoli, Nucenzio	19,419.	450.	19,869.	1,391.	1,841.	21,260.	1,165.	22,425.	14,784.	22,310
Polly, Michael	14,293	450.	14,743.	1,032.	1,482.	15,775.	858.	16,633.	9,756.	17,032
Samalonis, Paul	14,344.	450.	14,794.	1,036.	1,486.	15,830.	287.	16,117.	10,265.	16,493
Sinisi, Anthony	16,209.	450.	16,659.	1,166.	1,616.	17,825.	973.	18,798.	12,494.	19,266
Stires, Jacob	15,976.	450.	16,426.	1,150.	1,600.	17,576.	639.	18,215.	11,505.	19,234
Urbanowitz, Leo	16,539.	450.	16,989.	1,189.	1,639.	18,178.	1,200.	19,378.	10,916.	18,917
Wagner, Joseph	14,981.	450.	15,431.	1,080.	1,530.	16,511.	300.	16,811.	10,542.	17,100
Wheat, Lawrence	16,506.	450.	16,956.	1,187.	1,637.	18,143.	330.	18,473.	12,292.	19,195
Zebro, Anthony	17,909.	450.	18,359.	1,285.	1,735.	19,644.	(1/1) 358. (1/1) 20,002. (7/1) 716. (7/1) 20,360.		13,784.	20,878



NAME	12/31/78	1/1/79	NEW	1979 - 8%	1979	NEW TOTAL	1979	1979 TOTAL	1979	1979 TOTAL	1979	1979
	BASE SALARY	INCREMENT	BASE	PERCENTAGE INCREASE	TOTAL INCREASE	BASE	LONGEVITY	ANNUAL SALARY	MINIMUM	MAXIMUM		
Brozana, John	\$17,309.	\$450.	\$17,759.	\$1,421.	\$1,871.	\$19,180.	\$ 346.	\$19,526.	\$ 9,542.	\$20,384.		
Caroselli, Joseph	18,379.	450.	18,829.	1,506.	1,956.	20,335.	1,200.	21,535.	12,480.	20,983.		
Chrobak, Chester	23,136.	450.	23,586.	1,887.	2,337.	25,473.	1,200.	26,673.	16,284.	26,120.		
Costa, Nicholas	18,678.	450.	19,128.	1,530.	1,980.	20,658.	1,200.	21,858.	12,494.	20,807.		
Eska, Alexander	18,592.	450.	19,042.	1,523.	1,973.	20,565.	744.	21,309.	12,651.	21,214.		
Frangella, Jr. Emanuel	17,616.	450.	18,066.	1,445.	1,895.	19,511.	705.	20,216.	12,610.	21,159.		
Gallimore, Ross	18,409.	450.	18,859.	1,509.	1,959.	20,368.	1,200.	21,568.	12,494.	20,807.		
Gassler, Stephen	18,678.	450.	19,128.	1,530.	1,980.	20,658.	1,200.	21,858.	12,494.	20,807.		
Gavan. Henry	23,565.	450.	24,015.	1,921.	2,371.	25,936.	1,200.	27,136.	16,628.	26,584.		
Gawron, Wanda	19,005.	450.	19,455.	1,556.	2,006.	21,011.	1,200.	22,211.	12,565.	21,162.		
Goleme, Alfred	18,391.	450.	18,841.	1,507.	1,957.	20,348.	-0-	20,348.	13,378.	21,654.		
Hasbrouck, Louise	19,005.	450.	19,455.	1,556.	2,006.	21,011.	1,200.	22,211.	12,565.	21,162.		
Johnson, Sigvart	18,750.	450.	19,200.	1,536.	1,986.	20,736.	1,125.	21,861.	12,527.	21,047.		
Kissolovege, John	16,859.	450.	17,309.	1,385.	1,835.	18,694.	674.	19,368.	11040.	18,843.		
Kostrey, John	18,678.	450.	19,128.	1,530.	1,980.	20,658.	1,200.	21,858.	12,494.	20,807.		
Lubin, L. Seymour	18,723.	450.	19,173.	1,534.	1,984.	20,707.	374.	21,081.	12,243.	21,017.		
Margavitz, Dorothy	Leave of Absence from this title eff. 3/1/78.											
Mesler, John	28,375.	450.	28,825.	2,306.	2,756.	31,131.	1,200.	32,331.	19,640.	31,261.		



NAME	12/31/78 BASE SALARY	1/1/79 INCREMENT	NEW 1/1/79 BASE	1979 - 8% PERCENTAGE INCREASE	1979 TOTAL INCREASE	NEW TOTAL 1979 BASE	1979 LONGEVITY	1979 TOTAL ANNUAL SALARY	1979 MINIMUM	1979 MAXIMUM
Mrozek, Joseph	\$18,867.	\$450.	\$19,317.	\$1,545.	\$1,995.	\$20,862.	\$1,200.	\$22,062.	\$12,647.	\$21,011.
Petroski, Frank	18,528.	450.	18,978.	1,518.	1,968.	20,496.	1,112.	21,608.	12,494.	20,800.
Pirozzoli, Nucenzio	21,260.	450.	21,710.	1,737.	2,187.	23,447.	1,200.	24,647.	14,784.	24,095.
Polly, Michael	15,775.	450.	16,225.	1,298.	1,748.	17,523.	947.	18,470.	9,756.	18,395.
Samalonis, Paul	15,830.	450.	16,280.	1,302.	1,752.	17,582.	(1/1) 317.(1/1) 17,899. (7/1) 633.(7/1) 18,215.		10,265.	17,811.
Sinisi, Anthony	17,825.	450.	18,275.	1,462.	1,912.	19,737.	1,070.	20,807.	12,494.	20,807.
Stires, Jacob	17,576.	450.	18,026.	1,442.	1,892.	19,468.	703.	20,171.	11,505.	20,771.
Urbanowitz, Leo	18,178.	450.	18,628.	1,490.	1,940.	20,118.	1,200.	21,318.	10,916.	20,430.
Wagner, Joseph	16,511.	450.	16,961.	1,357.	1,807.	18,318.	330.	18,648.	10,542.	18,463.
Wheat, Lawrence	18,143.	450.	18,593.	1,487.	1,937.	20,080.	(1/1) 363.(1/1) 20,443. (7/1) 726.(7/1) 20,806.		12,292.	20,731.
Zebro, Anthony	19,644.	450.	20,094.	1,608.	2,058.	21,702.	786.	22,488.	13,784.	22,543.

